

QUESTIONS FOR MR RAY HADLEY

Have you engaged in “bullying” and “intimidating” behaviour, as your former colleagues have alleged?

- *Regarding the allegations made by Andrew Moore, I have not received sufficient detail to respond.*
- *Regarding the allegation made by Perez - I recall a discussion with Perez after an article he published on our website was brought to my attention by Chris Bowen, in which a pseudonym including the word “Frontbottom” was used, which I found to be inappropriate. Due to the time that has elapsed, I would need more information about his allegation to respond to your question of whether this discussion constituted bullying or intimidating behaviour.*

Andrew Moore alleges that your workplace behaviour towards him has caused him to be diagnosed with a “form of anxiety”. How do you respond?

- *Regarding the allegations made by Andrew Moore, I have not received sufficient detail to respond.*

You referred on-air to emails sent to management by Andrew Moore in 2014. How did you get access to these emails and was that proper?

- *I don’t remember such an incident.*

Why did you speak about the contents of the email on-air, given the sensitive content?

- *I don’t remember such an incident.*

Mr Chris Bowen has described bullying and intimidating behaviour towards him and that it has resulted in ongoing mental health issues. How do you respond?

- *I commented on-air last Monday 25.3.19 on this issue.*

Mr Bowen’s email on June 5, 2010 alleges he raised claims of “degrading” tasks, such as the so-called “walk of shame”. How do you respond?

- *This is nearly 10 years ago. I would need to see the email you refer to, to be able to respond.*

Did you verbally abuse Jesse Perez on or around the 23rd of January 2009 regarding an online article he wrote?

- *Regarding the allegation made by Perez - I recall a discussion with Perez after an article he published on our website was brought to my attention by Chris Bowen, in which a pseudonym including the word “Frontbottom” was used, which I found to be inappropriate. Due to the time that has elapsed, I would need more information about his allegation to respond to your question of whether this discussion constituted bullying or intimidating behaviour.*

More broadly, what action, if any, will you take to address the many on-the-record complaints about your poor workplace behaviour?

- *You’ve referred to three very old matters that you say are complaints, none of which I was aware of, other than via social media, before now.*
- *I’m not sure what you mean about “on-the-record” as my understanding is that no formal complaint has been made by any of these three individuals.*
- *Having said that, I’ve been very public about the fact that I’m not proud of my behaviour in the past. If there are allegations that are substantiated and on the record, I’d like to make amends with anyone who has been affected by my past behaviour. I said something about that in my show today.*

QUESTIONS FOR ADAM LANG, CEO MML

Given the allegations against Mr Hadley, will you consider suspending him and if so, when?

- *The outcome of any complaint, concern or investigation is part of a confidential process between the person complaining, the person being investigated and the company. Out of fairness and sensitivity to those involved, it is not something that is disclosed outside those personnel.*

Have other employees of MML been disciplined for such behaviour and will you apply the same response to Mr Hadley?

- *As mentioned above, the outcome of any complaint, concern or investigation is part of a confidential process between the person complaining, the person being investigated and the company. Out of fairness and sensitivity to those involved, it is not something that is disclosed outside those personnel.*

Former employees have said 2GB has a “toxic culture”. How do you respond to those claims?

- *As we have already done, Macquarie invites any complaints or concerns about its culture to be raised directly with us in accordance with our policies and procedures, so that any specific instances of poor behaviour can be addressed.*
- *Given that you have suggested that it is former employees discussing 2GB’s current culture, it is difficult to understand how they could make that assessment from outside the company.*

Does MML have proper processes in place to deal with bullying complaints - if so, has this process been followed in respect to Mr Hadley?

- Yes.